

Lead The Way

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We are eagerly anticipating our 15th ENFORCE Conference, and we sincerely hope that you are looking forward to spending a week with us here at Fort Leonard Wood. Just remember to bring your colors—we want to display them proudly at the Regimental dinner.

As Major General Van Antwerp stated, this year's theme is *Forging Our Future - Shaping Engineers for Joint and Multinational Operations*. This ENFORCE will be unlike any other, particularly because we are a nation at war. We will start the week with a day and a half of Council of Command Sergeants Major sessions. Some of the other highlights include a briefing on Career Management Fields from the Human Resources Command (HRC) (formerly PERSCOM); an update from the Directorate of Combat Developments on the Future Engineer Force; an Initial Entry Training/Initial Acceptance Test update by the 1st Engineer Brigade; Operation Iraqi Freedom/Operation Enduring Freedom Lessons Learned; Sapper Leader Course update; and a Noncommissioned Officer Education System (NCOES) update.

I'm also proud to announce the 1st Annual Joint Senior Noncommissioned Officer Symposium on *Engineers in Contingency Operations* from April 20-22 at Tyndall Air Force Base, Florida. This conference will include mostly senior noncommissioned officers from all of our sister services. If you are invited, I highly encourage you to attend.

Over the past quarter, we have been constantly assessing the Regiment's T3s (*Transform the Regiment, Train Soldiers and Leaders*, and *Take Care of the Regiment*) to meet our National Security challenges now and in the future. This concept *must* be embraced, and I can see it is taking shape. It's great to see everyone not only supporting this philosophy but also putting it into action. During Operation Enduring Freedom and Operation Iraqi Freedom, nine of the Army's ten active divisions will have been deployed to that region of the world. Currently, the largest rotation of Army forces in history is taking place. I've witnessed the deployment and redeployment of thousands of engineer soldiers throughout our Regiment—both Active Component and Reserve Component—and am pleased by their significant contributions and service to our nation in our joint effort to stamp out terrorism.

We must learn from those who have been deployed. The Engineer School recently surveyed Operation Enduring Freedom and Operation Iraqi Freedom veterans attending the



Captain's Career Course (CCC), Advanced Noncommissioned Officers Course (ANCOC) and Basic Noncommissioned Officers Course (BNCOC). By using their experience, we can develop education systems that are flexible enough to support today's wartime environment as well as future operating environments. Our education systems must train leaders to be capable of operating as part of a joint team. In the survey, participants reviewed the training objectives of the courses to make our curriculum more relevant to current operations. To date, 41 ANCOC, 50 BNCOC, and 27 CCC students have participated in this survey. Initial findings

were submitted to the Combined Arms Command Quality Assurance Office on 1 March 2004 and a final report is due 31 May 2004.

Another organization in the forefront of training is the Countermine/Counter Booby Trap Center (CMCBTC). From 1-18 March, the CMCBTC conducted specialized training for members of the 379th Engineer Battalion, which will deploy in support of Operation Iraqi Freedom. The battalion will assume the duties of the CJTF-7 Mine and Explosive Ordnance Information Coordination Center (MEOICC).

In September 2003, the first squad of four mine detection dog handlers in the Engineer Regiment deployed to Baghram Air Base in Afghanistan. They were certified and began supporting the mine-clearing company for Combined Joint Task Force-180. The mine detection dogs were a vital asset to the company because they facilitated the safe and timely expansion of the base camp. Their outstanding accomplishments in theater have proven to the Army the need for an organic mine detection dog capability. The squad has returned, but the noncommissioned officer in charge remains in Afghanistan, conducting relief in place with our second squad of mine detection dogs.

I'd like to pay tribute to Command Sergeant Major Edward H. Lugo (Retired), who passed away on 15 March 2004 at Walter Reed Army Medical Center in Washington, D.C. A veteran of more than 30 years of service, he served as the sixth Command Sergeant Major of the U.S. Army Corps of Engineers from July 1997 until his retirement in March 2001. Command Sergeant Major Lugo entered the Army in June 1970. He was the senior enlisted engineer soldier in the Army at the time of his retirement and had 12 years as a command sergeant major. Command Sergeant Major Lugo was—and always will be—a part of our engineer and Army family.